

Message Text

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ACTION EUR-12

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E.O. 11652: N/A
TAGS: OECD, NATO, AORG
SUBJECT: COUNCIL APPROVAL OF 133RD REPORT ON SALARIES

REF: OECD PARIS 37128

1.) SUMMARY: IN ACCORDANCE WITH REHEARSED SCENARIO,
AFTER HEARING EMPLOYEE ASSOCIATION STATEMENT BEING SENT
SEPTEL, COUNCIL APPROVED 133RD REPORT ON SALARIES PER
SCENARIO DESCRIBED REFTEL WITH MINOR CHANGES IN ENTRY
IN COUNCIL MINUTES. END SUMMARY.

2. SYG VAN LENNEP ASKED COUNCIL FIRST TO HEAR EMPLOYEE
ASSOCIATION'S STATEMENT BEFORE PROCEEDING TO FINAL
ACTION. REP MADE THE FOLLOWING POINTS:

A) THAT ARTICLE 1 BE MODIFIED TO ENSURE TIMELY
COMPENSATION FOR COST-OF-LIVING INCREASES; GUARANTEEING
THE PRESERVATION OF PURCHASING POWER OF LOWER GRADES.

B) IN DETERMINING B AND C GRADE SALARIES, THAT
THE EVOLUTION OF PUBLIC SECTOR SALARIES AND NOT SALARY
LEVELS BE USED.

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C) THAT A NEUTRAL GROUP OF STATISTICAL EXPERTS
SERVE AS ARBITER IN DISPUTES ON SALARY FIGURES OBTAINED
IN CONDUCTING SURVEYS; AND

D) THAT THERE BE DIRECT PARTICIPATION BY THE
PERSONNEL ASSOCIATION AT HEADS OF DEL LEVEL IN FUTURE

DISCUSSIONS ON SALARY QUESTION.

3.) SYG THEN READ STATEMENT IN FRENCH INTO THE RECORD -- IN WHICH HE STATED HE DID NOT EXPECT MEMBER GOVERNMENTS TO TAKE A POSITION IN ORDER TO INDICATE RESPONSIVENESS TO EMPLOYEE ASSOCIATION'S FIRST POINT. INFORMAL TRANSLATION FOLLOWS:

QUOTE: AFTER HAVING HEARD THE REPRESENTATIVE OF THE PERSONNEL ASSOCIATION, YOU NOTED IN HIS DECLARATION THAT HE ATTACHES A GREAT DEAL OF IMPORTANCE TO THE INTERIM ADJUSTMENT THAT THE SECRETARIES-GENERAL (OF THE COORDINATED ORGANIZATIONS) CAN ASK FOR-- IN ACCORDANCE WITH PARA 2 OF ARTICLE 1 OF THE NEW ADJUSTMENT PROCEDURE CONCERNING THE CHANGE IN THE COST-OF-LIVING -- BASED ON THE CHANGE IN THE COST-OF-LIVING DURING THE SIX MONTHS PRECEDING JANUARY 1. THIS IS REFLECTED ALSO IN THE FIRST PARAGRAPH OF THE COMMENTS BY THE PERMANENT COMMITTEE OF THE PERSONNEL ASSOCIATION OF THE COORDINATED ORGANIZATIONS WHICH WERE DISTRIBUTED IN NOTE C(76)214.

I WOULD LIKE TO SAY HERE, OF NO SURPRISE TO YOU, THAT I INTEND, FOR MY PART TO ASK -- IN THE CASE OF A CHANGE IN THE COST-OF-LIVING DURING THE COURSE OF THE SECOND HALF OF A GIVEN YEAR WHICH APPEARS TO JUSTIFY IT, THE GRANTING OF AN ADVANCE IN CONFORMANCE WITH PARA 2 OF ARTICLE 1, TO WHICH I JUST REFERRED.

OBVIOUSLY, SUCH A REQUEST WOULD BE MADE IN CONJUNCTION WITH MY COLLEAGUES FROM THE OTHER ORGANIZED OFFICIAL USE

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ZATIONS IN THE CCG, AND DULY MOTIVATED, I EXPECT THAT UNDER SUCH CONDITIONS, THE REQUEST WOULD BE FAVORABLY RECEIVED BY MEMBER GOVERNMENTS.

IT IS THIS DECLARATION, TO WHICH I HAD EARLIER REFERRED, AND TO WHICH I KNOW THAT THE PERSONNEL ASSOCIATION ATTACHES PARTICULAR IMPORTANCE, THAT I WANTED TO MAKE CLEAR. I AM, OF COURSE, NOT ASKING FOR YOUR REACTIONS I WISH SIMPLY FOR THE COUNCIL TO TAKE NOTE OF THE SYG'S INTENTION, CONFORMING TO THE REGULATIONS, WHICH I HOPE YOU WILL APPROVE IN A FEW MOMENTS. END QUOTE.

4.) A PERSONAL ATTEMPT BY ITALIAN REP TO ACCOMMODATE EMPLOYEE ASSOCIATION DESIRE FOR AN EXPERTS REVIEW PANEL, TO BE CONSULTED IN THE EVENT OF A DISPUTE ON PUBLIC SECTOR SALARY DATA, MET STRONG NEGATIVE REACTION FROM COUNCIL. GERMAN REP SUGGESTED THAT THE ITALIAN PROPOSAL COULD BE NOTED IN THE MINUTES. COUNCIL COULD REVERT TO

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THIS SUGGESTION IF IT WISHED AT A LATER DATE.

5.) COUNCIL THEN APPROVED TEXT OF ENTRY IN MINUTES
WITH MINOR DRAFTING CHANGE, PURPOSE OF WHICH IS NOT TO
SPECIFY COUNTRY STATEMENTS IN PARA C.

BEGIN TEXT: THE COUNCIL

A. HAVING REGARD TO THE 133RD REPORT OF THE CO-ORDIN-
ATING COMMITTEE OF GOVERNMENT BUDGET EXPERTS (C(76)210),
THE OBSERVATIONS OF THE STANDING COMMITTEE OF STAFF
ASSOCIATIONS OF THE COORDINATED ORGANIZATIONS (CPAPOC)
OF 19TH NOVEMBER, 1976, (C(76)214), THE SECRETARY-
GENERAL'S LETTER OF 30TH NOVEMBER, 1976, TO HEADS OF
DELEGATIONS, TOGETHER WITH THE COMMENTS ATTACHED TO IT,
ANNEXED TO THE PRESENT MINUTES OF THE COUNCIL, AND THE
STATEMENT BY THE CHAIRMAN OF THE STAFF ASSOCIATION AT
THE 429TH MEETING OF THE COUNCIL (CES/76.103);

B. DECIDED TO APPROVE THE PROCEDURE FOR ADJUSTING THE
REMUNERATION OF STAFF OF THE CO-ORDINATED ORGANIZATIONS
AS SET OUT IN THE ANNEX TO THE 133RD REPORT OF THE
CO-ORDINATING COMMITTEE, SUBJECT TO THE DELETION OF THE
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LAST FOUR WORDS OF ARTICLE 5(B);

C. NOTED THE VARIOUS STATEMENTS MADE BY DELEGATES AT THE MEETING OF THE COUNCIL, INCLUDING THOSE WITH REGARD TO ARTICLE 5(B) AND ARTICLE 6 OF THE PROCEDURE FOR ADJUSTING THE REMUNERATION OF STAFF OF THE CO-ORDINATED ORGANIZATIONS;

D. AGREED THAT, IF CIRCUMSTANCES JUDGED BY THE COUNCIL TO BE EXCEPTIONAL ARISE, IT COULD INVITE THE COORDINATING COMMITTEE TO FORMULATE PROPOSALS DEROGATING, ON AN AD HOC BASIS, FROM THE CEILING ESTABLISHED IN ARTICLE 6;

E. AGREED THAT, IN APPLYING CHAPTER III OF THE PROCEDURE FOR ADJUSTING THE REMUNERATION OF STAFF OF THE CO-ORDINATED ORGANIZATIONS, THE COMPARISONS MADE WITH THE PUBLIC SECTOR WOULD BE BASED ON AS COMPLETE INFORMATION AS POSSIBLE CONCERNING THE REAL NET SALARIES PAID TO PUBLIC SECTOR OFFICIALS WITH COMPARABLE FUNCTIONS. END TEXT.

5.) CONTACT OF EMPLOYEE ORGANIZATION TOLD MEMBER OF US DEL THAT IN GENERAL MEETING HELD FRIDAY DEC 17, EMPLOYEES DECIDED TO DELAY ANY FURTHER STRIKE PENDING AN EVALUATION OF THE NEW SALARY PROCEDURE, FIRST RESULTS OF WHICH THEY EXPECT TO SEE BY SPRING 1977 HE ADDED THAT THE ORGANIZATION WOULD LIKE TO BE DIRECTLY INVOLVED IN FUTURE SALARY NEGOTIATIONS; AND THAT THEY WERE IN FAVOR OF THE ITALIAN PROPOSAL AND WOULD LIKE TO COME BACK TO IT AT A LATER DATE.
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